



**DEPARTMENT OF THE ARMY**  
**HEADQUARTERS BRIGADE**  
**UNITED STATES ARMY NORTH ATLANTIC TREATY ORGANIZATION**  
Unit 21420  
APO AE 09705-1420

REPLY TO  
ATTENTION OF

ACSH-C

27 July 2006

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: US Army NATO Brigade (USANATO) Policy Letter #20 - Relationship Between Soldiers of Different Rank

1. References:

- a. AR 600-20, Army Command Policy, 7 Jun 06.
- b. The Uniform Code of Military Justice, (2000 Edition) Article 90, 92, 133 and 134.

2. The purpose of this policy is to emphasize existing Army policy on prohibited relationships between Soldiers of different ranks. We, as leaders, are responsible for the professional growth of our Soldiers. We can not compromise our authority or lower our standards.

3. An improper relationship, or one that is perceived as improper, can lead to fracturing unit cohesion and the loss of the Soldier's respect for their leadership.

4. Relationships between Soldiers of different rank are prohibited if they:

- a. Compromise, or appear to compromise, the integrity of supervisory authority or the chain of command.

- b. Cause actual or perceived partiality or unfairness.

- c. Involve, or appear to involve, the improper use of rank or position for personal gain.

- d. Are, or are perceived to be exploitative or coercive in nature.

- e. Create an actual or clearly predictable adverse impact on discipline, authority, morale, or the ability of the command to accomplish its mission.

5. Certain types of personal relationships between officers and enlisted personnel are prohibited. Prohibited relationships include-

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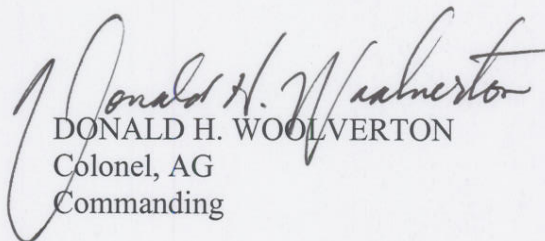
a. On-going business relationships between officers and enlisted personnel. This prohibition does not apply to landlord/tenant relationships or to one-time transactions such as the sale of an automobile or house, but does apply to borrowing or lending money, commercial solicitation, and any other type of on-going financial or business relationship.

b. Dating, shared living accommodations other than those directed by operational requirements and intimate or sexual relationships between officers and enlisted personnel.

c. Gambling between officers and enlisted personnel.

6. Relationships between Soldiers of different ranks that violate Army Policy will not be tolerated in this command and will be dealt with appropriately. Commanders and supervisors will take appropriate action such as counseling and/or UCMJ action if the relationship identified is considered inappropriate. Soldiers must understand this policy and exercise judgment; in their reasonable and professional conduct. All members are accountable for relationships that violate this policy regardless of their rank.

7. This policy is not intended to prohibit or discourage social or professional gatherings that support unit cohesion, esprit de corps and mission accomplishment. This policy does not preclude normal team building associations, which occur in the context of activities such as community organizations, religious activities, family gatherings or athletic teams or events. However, as leaders, we must clearly distinguish these activities from those which are harmful to the organization and impede mission success.



DONALD H. WOOLVERTON  
Colonel, AG  
Commanding

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